Education and Training Committee
April 30, 2003
State Credential Examples Packet
Georgia, Indiana, Kentucky

Georgia Department of Technical and Adult Education

- The Georgia Department of Technical and Adult Education (DTAE) oversees the state's system of technical colleges, the adult literacy program, and a host of economic and workforce development programs.
- DTAE provides a unified system of technical education, customized business and industry training and adult education with programs that use the best available technology and offer easy access to lifelong education and training for all adult Georgians and corporate citizens.
- This system will be part of a seamless education process for Georgia in which students can transfer credits efficiently as they advance from secondary schools to technical colleges and to the university system.
- There are 34 technical colleges, 18 satellite campuses, as well as technical programs at four university system institutions that provide a broad range of career opportunities. These schools offer a variety of associate degree and diploma programs, continuing education programs, and economic development programs.
- The Technical Certificates of Credit (TCC) are organized into six categories. Within each category, the TCCs listed. Each category listing includes information on the board approval date, curriculum, and admission requirements. The six categories are:
  - Business Technologies—accounting, business and office technology, computer information systems, hotel, restaurant and travel management, marketing, management and supervisory development.
  - Personal and Public Service Technologies—barbering, child development, cosmetology and culinary arts.
  - Industrial Technologies—air conditioning, automotive, aviation, carpentry, computer information systems (maintenance), drafting, electronics, industrial electrical, industrial maintenance, machine tool technology, and welding.
  - Agricultural/Natural Resources Technologies—certificates from forest technology and environmental horticulture.
  - Engineering/Science Technologies--includes certificates from engineering technology and related programs like automated manufacturing technology and research laboratory technology.
  - Health Technologies—dental assisting, dental hygiene, medical assisting, medical laboratory technology, nursing, paramedic, pharmacy technician, physical therapy assistant, practical nursing, radiological technician, respiratory therapy, and surgical technician.

Indiana Department of Workforce Development, Indiana Technical Education

The Indiana Essential Skills and Technical Proficiencies Initiative

- Skills will be based on a portable certification system allowing secondary, postsecondary and adult learners to demonstrate what they know and can do.
- What are skill standards and why do we need them?
  - In today's economy with jobs routine re-engineered, where the trend to link wages to skills, where education and training cost are rising and where the pace of change is increasing dramatically—essential skill and technical proficiencies (also called skill standards) are needed to help employers, educators, job seekers, and employees assess education and training needs.
- Skill standards are industry-based knowledge, skills, and abilities an individual needs to succeed and excel on the job. Skills included are academic, technical and employability proficiencies.
- How are the skill standard assessed?
  - Using a scenario-based assessment. The Indiana Essential Skills and Technical Proficiencies Initiative incorporates business leaders and educators with the common goal of a well trained and educated work force.
- The Certificates of Technical Achievement (CTAs) go beyond traditional resumes and certificates and document what an individual actually knows and is able to do, regardless of how and when the person learned the skills. CTAs are open transcripts that document what an individual has been able to perform during scenario assessments. Scenario assessments allow for an authentic evaluation in real-time simulated or actual work situations. CTAs are issued to those who are judged able to perform the scenario to industry standards each time they are called upon to do the job.
- A Scenario Based Assessment example is included in your material.
- Benefits to Certification are numerous:
  - Employers—save time and money, industry-driven skill standards, skilled workforce, skill portability.
  - Individuals—real world preparation, skill documentation, confidence, certification notebook, potential advanced placement or college credit.
  - Teacher/Instructors—relevant curriculum linked to local workforce needs, locally validated scenarios, business and industry involvement, common language, connects classroom to workplace.

Kentucky Manufacturing Skill Standards

- Objective: For Kentucky employers to hire job applicants and value incumbent workers who have received a Manufacturing Skill Standards Certificate.
- Consortium is made up of employer representatives from local and regional manufacturing consortia.
- It is critical for employers to promote the use of the standards and assessments with secondary and post secondary education and training providers.
- Manufacturing Skill Standards Areas of Emphasis:
  - Communication and teamwork
  - Math and measurement
  - Workplace safety and health
  - Problem solving
  - Quality assurance
  - Blueprint reading
  - Business planning/operations
  - Workforce issues
  - Workplace skills—learning skills, manufacturing fundamentals, computer use, product and process control
- Target Audience:
  - High school students seeking entry level employment
  - Post-secondary students seeing job upgrades/new careers
  - Incumbent workers seeking career upgrades
  - Pre-employment training for adults
- Key measures of success for voluntary manufacturing skill standards:
  - The number of individuals certified
  - The number of individuals placed in jobs
  - Cost reductions to employers
  - Creation of new and retention of existing manufacturing jobs
  - Customer satisfaction.
- KY established the "Manufacturing Skill Standards Task Force" comprised solely of employers. Since employers are experts at knowing what skills are needed, employers were asked to define manufacturing skill standards through the Kentucky Manufacturing Skills Standards Task Force.
- The Manufacturing Skill Standards Task Force utilized the skill standards developed by NACFAM (National Coalition for Advanced Manufacturing) as a template. These standards are divided into three categories: Academic, Employability and Occupational Skills. The standards are identified at two levels:
  - Basic Level I—Applicable to all manufacturing organizations
  - Advanced Level II—Applicable to high performance manufacturing organizations.
  - See KY material for specific on each level.

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